

MINUTES

MINISTRY OF THE ENVIRONMENT

MINISTRY EMPLOYEE RELATIONS (OPSEU) COMMITTEE

MINISTRY JOINT HEALTH AND SAFETY (OPSEU) COMMITTEE

Wednesday May 21, 2014

1:00 p.m. to 4:00 p.m.

Large Boardroom, 6th Floor

40 St. Clair Avenue West

In attendance:

Heather Taylor

Janis Pechinger

Jim O'Mara

Lance Larkin

Paul Nieweglowski

Melissa Forget

Jacques LeGris

Khaleed Khalfan

Advisors:

Doug Milic, CER, MGS

Sandra Harper, Job Security, OPSEU

Guests:

Eva Musso

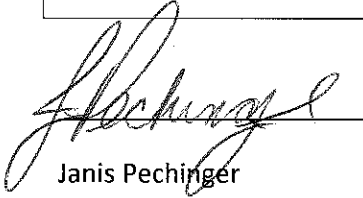
David Cook

ITEM	DISCUSSION	ACTION
A. REVIEW MINUTES	Previous minutes reviewed, modified and signed	Post
B. PREVIOUS BUSINESS AND STANDING ITEMS		
1. Fixed Term Reports	Fixed Term report issued to Union prior to meeting. Union identified a number of situations for follow up.	Update on queries
2. Modernization of Approvals-Standing item	Nothing new to report	
3. Article 1.8 Job description-Standing item	Nothing new raised	
4. Flexible Work Agreements/ Arrangements	Nothing new raised or to report	
5. RbP-Standing Item	Nothing to report	
6. Training in the Ministry	<p>Union raised concerns that there appears to be less training occurring.</p> <p>Management provided a chart showing the courses delivered during 2013-14 and showing the plans for priority course(s) delivery for 2014-15.</p> <p>The chart showed there were 850 participants for 2013-14, satisfaction levels (course evaluation results).</p> <p>Management indicated it would send an updated list of mandatory training when is completed.</p> <p>Union indicated that DWIT may not have been provided although the chart showed it occurred. Management indicated it will follow up.</p> <p>Union asked if DWIT training could be provided to Abatement staff. Employer stated that training costs come out of DWMD and as such there is no commitment to provide training at this time.</p>	<p>Management to provide updated mandatory training calendar when completed and post on web.</p> <p>Management to confirm if DWIT was delivered.</p>

<p>7. SPOT implementation update</p>	<p>Management advised the Union as follows:</p> <ul style="list-style-type: none"> • 105 devices were delivered and the SOP was implemented April 7, 2014. • OD & DW field staff using them • Intended to supplement existing communications devices and procedures. • Within a year management will review distribution and use and procedures • Will consider if any adjustments needed to distribution, procedures or use of different technologies. <p>Union advised that there may be insufficient numbers at some locations. Management advised that should a local office have need for additional units it can address that as appropriate.</p>	
<p>8. Hazard Flag project</p>	<p>Management advised the union of the status of the project and that opportunities were afforded to ensure a broad range of field staff had input into the project including:</p> <ul style="list-style-type: none"> • Issues raised by staff including suggestions for improvements by the Union Co-chair of MERC • Consultation targeting all staff through holding of a Web EX on April 29th to discuss and receive feedback on proposed hazard flag improvements. • Over 30 individuals and 17 offices logged in. • Survey was issued to all staff that enters & check IDS flags by e-mail to provide an additional avenue for direct feedback. 32 individuals completed the survey. <p>Input has been received and will be considered in refining the proposal.</p>	
<p>C. NEW BUSINESS</p>		
<p>1. Project Green</p>	<p>Management provided for a presentation on Project Green that leads reducing MOE environmental impact, integrating sustainable business practices and influencing other ministries, stakeholders and citizens.</p>	

<p>2. Fair Hiring Practices</p>	<p>The union again raised general concerns by members relating to competitions ranging from short term assignments to note taking.</p> <p>A discussion occurred about employee options including seeking feedback.</p>	
<p>3. Employee Engagement</p>	<p>The union asked if any results are available.</p> <p>Management indicated that nothing is expected to be received before July at the earliest.</p>	
<p>4. Staff Participation on Working Groups & Committees</p>	<p>The Union reiterated their concerns about the lack of employees sitting and providing input on committees that involve their work.</p> <p>Management advised that they are trying to have input from employees even if not as members of a committee. Management cited the Hazardous Flags project as an example of attempting to maximize employee input.</p>	
<p>5. PMP's in SW Region</p>	<p>The Union expressed concerns that a new form for performance appraisals was being introduced in the SW Region. The concerns relate to:</p> <ul style="list-style-type: none"> • The Union was not advised at MERC nor provided an opportunity to comment. • Province wide consistency. <p>Management indicated it would look into the matter.</p>	<p>Management to follow up.</p>
<p>6. Working from home</p>	<p>The Union raised concerns that insufficient efforts are made in giving employees flexible work arrangements such as working from home. The Union expressed its understanding of operational issues; however, it indicated there was a concern with differential treatment of management/excluded employees and bargaining unit employees.</p> <p>Management indicated there is a corporate guideline. Further the decisions are made at the local level based on operational requirements and the nature of the individual's work.</p>	

D. HEALTH & SAFETY		
1. Contamination	<p>The parties discussed issues related to possible contamination or exposure to infestations including availability of change rooms at some locations and what actions are possible locally if an infestation is carried to an employee's home.</p> <p>The Union also suggested possible training for field workers on infestations such as bed bugs, etc.</p>	



Janis Pechinger

Union Co-Chair



Heather Taylor

Management Co-Chair

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Business Between Meetings 2014/05/21 – 2014/07/09

	Date	Sender	Title of Email/Disclosure
1	2014/06/20	Mark, Henhuy (ENE)	Issues Unit, Operations Integration Branch, Operations Division – Change in Reporting Relationship
2	2014/07/03	Mark, Henhuy (ENE)	Climate Change, Corporate Management Division, Information Management & Access Branch - New Positions (2) Executive Officer 1

